

Department of the Interior					
BUREAU: NATIONAL PARK SERVICE					
* Equal Opportunity Data Required to be Posted by the					
NO FEAR ACT					
P.L. 107-174					
Reporting Period: FY 2001-2005					
Point of Contact: Dianne Spriggs					
Formal Complaints	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
# of complaints filed	102	103	82	75	92
# of individual filers	95	97	71	71	86
# of repeat filers	3	6	8	4	6
# of Complaints by Basis of Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Race	71	68	55	35	41
Color	0	22	7	17	20
National Origin	13	20	6	8	20
Sex	58	77	81	30	35
Religion	2	6	46	3	2
Disability	32	52	30	17	20
Age	23	47	39	20	27
Reprisal	31	33	13	39	44
Non-EEO	3	2	0	0	2

# of Complaints by Issues of Alleged Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Appointment/Hire	46	24	30	5	5
Assignment of Duties	12	26	20	17	11
Awards	2	3	5	3	1
Conversion to Full-Time	1	0	0		0
Disciplinary Action					10
Demotion	0	0	1	1	1
Reprimand	4	2	7	3	5
Suspension	2	1	11		3
Removal	0	0	0	1	0
Other: Placed on Administrative Leave	1	3	1	9	1
Duty Hours	1	5	0	5	7
Evaluation/Appraisal	3	6	4	8	3
Examination/Test	0	0	0		0
Harassment					39
a. Non-sexual	39	52	28	25	34
b. Sexual	9	11	11	5	5
Medical Examination	0	2	0		0
Pay Including Overtime	2	0	2	5	2
Promotion/Non-Selection	37	24	65	25	31
Reassignment					3
a. Denied	3	0	2	3	1
b. Directed	1	1	4	4	2
Reasonable Accommodation	0	1	3	2	6
Reinstatement	5	0	1		0
Retirement	0	0	4		0
Termination	8	7	7		3
Terms/Condition of Employment	24	55	42	9	25
Time & Attendance	2	11	2	7	7
Training	9	9	10	8	5
Other: Constructive Discharge	0	5	12	6	3
* Based on best available data					
Average Processing Time of Pending Complaints -	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005

1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	166	277	124	145	117	210	41	277	105	286
Final Agency Action	66	604	83	401	58	1226	49	157	62	132
2. Complaints in which a hearing is not requested										
Investigation	19	319	17	324	11	202	22	272	19	331
Final Agency Action	39	177	33	132	23	166	22	160	19	74
3. Complaints in which a hearing is requested										
Investigation	16	256	1	214	3	462	27	265	77	277
Final Agency Action	16	17	19	25	28	20	27	84	33	205
	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
# OF COMPLAINTS DISMISSED	#	APT	#	APT	#	APT	#	APT	#	APT
	11	173	8	610	18	645	13	415	10	174
<ul style="list-style-type: none"> - Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003. - APT calculated using total processing days. 										
Number of Complaints Filed Prior to Fiscal Year	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005					
Pending Complaints Filed Before Fiscal Year	191	177	193	148	160					
Number of Individuals	135	136	144	124	129					
Number in Investigations	74	70	66	24	38					
Number in FAD	15	9	29	8	5					
Complaints Pending in Current Fiscal Year					TOTAL					
					184					

Number of Investigations over 180 days	66	78	65	21	30					
FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION										
	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing
	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2005	FY 2005
TOTAL	0	4	1	0	1	1	1	2	0	0
BASES										
Race	#: 2 %: 50									
Color										
National Origin										
Sex	#: 1 %: 100									
Religion										
Disability	#: 1 %: 25									
Age	#: 1 %: 100									
Reprisal	#: 1 %: 25									
Non-EEO										
ISSUES										
Appointment/Hire	#: 1 %: 100									
Assignments of Duties	#: 1 %: 17									
Awards	#: 1 %: 100									
Conversion to Full Time										
Disciplinary Action										
Demotion										
Reprimand										
Suspension										

Removal	#: 2 %: 33	#: 1 %: 50	
Duty Hours			
Evaluation/Appraisal			
Examination/Test			
Harassment			
a. Non-sexual	#: 1 %: 17	#: 1 %: 100	
b. Sexual			
Medical Examination			
Pay Including Overtime			
Promotion/Non-Selection	#: 1 %: 100	#: 1 %: 100	
Reassignment			
a. Denied			
b. Directed			
Reasonable Accommodation	#: 1 %: 17	#: 1 %: 50	#: 1 %: 100
Reinstatement			
Retirement			
Termination			
Terms/Condition of Employment			
Time & Attendance			
Training			
Other			